

08 DEC 1983

MEMORANDUM FOR: Executive Officer, DDA

FROM: [REDACTED]

Chief, Career Management Staff, DDA

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SUBJECT: DCI's Annual Report to Congress [REDACTED]

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REFERENCE: DDA 83-4807/1, dated 14 November 1983;
Same Subject

1. As the Agency has moved ahead on a broad front to rebuild its capabilities, considerable attention has been focused on the need for additional personnel and the career management of the employees who represent the future of our organization. The MG Career Subgroup, like other DDA components, has been asked to staff new positions throughout the Agency and to respond to several emergency situations. Support Officers were sent on short notice to [REDACTED] as well as [REDACTED].

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Responding to such requirements places a severe strain on essential on-going activities. The addition of a development complement for FY-84 will enable us to recruit additional badly needed personnel and to increase training and development programs. [REDACTED]

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2. Initial discussions have been held and planning is proceeding to re-establish the Career Trainee Program (CTP) as a significant source of professional employees for the Administration Directorate. The Career Management Staff has prepared proposals and will play a major role in developing and coordinating this program. It will be our objective to ensure the input of high quality junior professional employees for DDA Offices and the MG Career Subgroup; broaden the perspective of future office managers and to foster the mutual understanding and achievement of Agency goals. [REDACTED]

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3. During 1983 a Task Force was formed under the C/CMS to examine various facets of career development in the DDA. Initial indications are that there is reason for pride in the attention this Directorate has given to its people in the past but there is room for improvement. Our greatest accomplishments this far have been in the area of developing the specialized skills and experience needed to do our complex work. While this

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aspect of career development must continue to receive priority attention, there is a need to broaden the perspectives of all DDA officers and to provide ways to interject new thoughts, concepts and approaches to meet the challenge of the future. The Task Force will concentrate its effort on developing programs and recommendations to meet these needs.

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